

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Governance Report on Diversity Programs
Date: December 4, 2000

Recommended Action:

Receive the following annual reports:

Affirmative Action
Minority and Women Educators Enhancement Program

Executive Summary:

The Board of Regents continues to emphasize its commitment to diversity as integral to the educational mission of the Regent institutions. Consistent with this mission, the Board has identified diversity as one of its Key Result Areas in its strategic plan. Key Result Area 3.0.0.0 provides that the Board will "establish policies to encourage continuous improvement of the climate for diversity and ensure equal educational and employment opportunities".

Following presentation to the Board, the Annual Affirmative Action Report will be transmitted to the Iowa Department of Management for submission to the Governor with reports from other agencies in compliance with the Iowa Code.

Annual Report on Affirmative Action

In their strategic plans, the Regent institutions emphasize the commitment to achieving a diverse work force and have shown progress towards this goal. For federal reporting purposes, the workforce of the Regent institutions is divided into eight categories: (1) Executive/Administrative/Managerial (2) Faculty--tenure track (3) Faculty--non-tenure track (4) Professional and Scientific (5) Secretarial/Clerical (6) Technical/Paraprofessional (7) Skilled Crafts (8) Service Maintenance. While increases or decreases in a given employment category

may be slight from year to year, progress is evident when viewed over a five or ten year period.

A decadal view reveals steady incremental progress towards ensuring equal employment opportunities at the Regent institutions. Total minority employment has risen from 5.5% in 1990, to 7.0% in 1995, and now stands at 8.3%.

Progress is also apparent in the percentage of women in the workforce, particularly in tenure track faculty positions. The percentage of women tenure track faculty has increased from 21.8% in 1990 to 29.8% in 2000. Minority tenure track faculty has increased from 8.4% in 1990 to 13.0% in 2000. Detailed tables comparing the current workforce with that of five and ten years ago are attached to this memorandum as Attachments A-F on pages 11-16. Institutional goals for 2000-2001 are shown in Attachment G on page 17.

The universities are considered to be federal contractors for federal reporting purposes and thus must comply with Executive Order 11246 by developing an annual affirmative action compliance program. Federal law requires the universities to take affirmative action to employ and advance in employment, qualified persons with disabilities, special disabled veterans and veterans of the Vietnam era. In compliance with federal law, the universities must also develop an affirmative action plan and report activity for these individuals. Additionally, to comply with federal and state agency requirements, the universities must prepare the IPEDS Fall Staff Survey, the Vets 100 Report (reporting on covered veterans) and the EEO/AA Annual Institutional Assurances Certification to the Iowa College Student Aid Commission. Compliance with these requirements helps ensure vigilance by the institutions as they work to fulfill Objective 3.1.0.0 of the Regent Strategic Plan, to improve continuously the climate for diversity and ensure equal employment and educational opportunities.

In May of 1990, the Board established the Committee on Affirmative Action and Equal Opportunity, [(Regent Procedural Guide, 1.07(F)]. The Committee was established to develop common guidelines for administration of Regent policies and exchange pertinent information on equal employment opportunities. The committee, chaired by Carla Espinoza of Iowa State University, has met several times this past year to share valuable information on campus affirmative action activities.

Annual Report on Minority Women and Faculty Enhancement Program

Iowa Code Chapter 262.82 provides that the Board of Regents shall establish a program to recruit minority educators to faculty positions in the universities under the Board's control. The program shall include, but is not limited to, the creation of faculty positions in all areas of academic pursuit. For fiscal year 2000, the Regent institutions committed a total of \$875,308 to support this program.

The **University of Iowa** is using program funds to support 20 minority faculty and post-doctoral positions. These positions are in the Colleges of Business, Dentistry, Education, Engineering, Liberal Arts, and Nursing. All of the individuals who were supported through Faculty Diversity Opportunity Program funds for fiscal year 1999-2000 have remained with the university, with the exception of 1 post-doctoral fellow. For fiscal year 2000, the university committed \$551,308 to this program, \$114,991 more than last year.

Since the program was initiated in fiscal year 1990, **Iowa State University** has provided full or partial funding for 76 women or minority faculty members at a cost of approximately \$1.98 million. For fiscal year 2000, ISU committed \$284,000 to this program, compared with \$292,000 last year. In 2000, a number of programs designed to recruit and retain women and minority faculty were supported through this fund.

The **University of Northern Iowa** began its program in 1989 by supporting a minority faculty member for the Political Science Department and, in 1990, adding support for an administrative/academic position. A minority woman was recruited and hired as Associate Dean for the Graduate College and as a faculty member of the Department of Educational Administration and Counseling. For fiscal year 2000, UNI expended \$40,000 in support of this program, the same as last year.

Background:

Annual Report on Affirmative Action

Overall minority employment at the Regent institutions for fiscal year 2000 is 8.3% for all employment categories, compared with 7.8% for fiscal year 1999. Minority faculty comprise 13.0% of tenure track and 18.9% of non-tenure track faculty at the Regent institutions in 2000.

- The Iowa Student College Aid Commission publishes the annual Student and Faculty Ethnic Diversity Report. This report indicates that total minority faculty at Iowa public and private colleges and universities was 7.3% in 1999, up from 7.09% in 1998. The number of minority faculty increased from 871 in 1998, to 911 in 1999. The 2000 report is not yet available.

The statistics provided in the annual reports on affirmative action are prepared from work force data compiled for all permanent, full-time and part-time employees working 50% or more for the period October 1, 1999 to September 30, 2000.

- This is the same information provided to the federal Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs.
- Different methodologies are used to tabulate the number of tenured faculty in the affirmative action report and the annual report on faculty tenure (G.D.8). Because the definition of faculty members to be included varies in each report, along with differing reporting times, the numbers in each report cannot be reconciled.

The **University of Iowa** employed 13,354 half-time or greater permanent employees at the end of the program year, September 30, 2000. This compares to 13,182 in 1999. Within this cohort, the following details emerge:

- The total number of female employees increased by 76, from 8,060 in 1999 to 8,136 in 2000. The total number of minority employees increased by 102, from 913 in 1999, to 1015 in 2000.
- There was essentially no change in the percentage of female tenure track faculty, which remained at 26.6%, while the university experienced a net gain of 9 minority tenure track faculty, climbing to 12.9% (from 12.2% in 1999).
- Female faculty received 29% of the promotions among tenure track faculty, down from 35% last year. This rate of promotion still exceeds the percentage of women in the tenure track faculty, now 26.6%.
- Minority faculty received 8% of the promotions among tenure track faculty, down from 17% in 1999. The rates of promotion and tenure for minority faculty is currently lower than the representation of minorities among the tenure track faculty (now at 12.9%, up from 12.2% in 1999). It is important to note that the number of faculty eligible for promotion or tenure review varies from year to year.
- Minority representation among tenure track faculty has risen over the past ten years, from 10.2% in 1990 to 12.9% in 2000. Female representation among tenure track faculty has risen from 19% in 1990 to 26.6% in 2000.
- While the percentage of minority tenure track faculty has increased, this increase has been at a much slower pace than that of female tenure track faculty. In addition, of continuing concern are the losses of Black/African-American tenure track faculty since 1995. The number of Black/African-American tenure track faculty peaked in 1995 at 34, decreased steadily through 1998 and has now shown a moderate upturn in 2000 at 31, up from 27 in 1999.

Individual departments have made good faith efforts at recruiting women and minorities, but the lack of sustained progress over the long term indicates the need to remain vigilant in hiring efforts and increase strategies to retain those recruited.

- The Collegiate Diversity Group, formed of associate deans from each college, works with the Provost's Office and the Office of Affirmative Action to coordinate and foster the recruitment of minority and women faculty.
- Over a five-year period, the percentage of women in Executive/Administrative/Managerial staff has increased from 27.9% in 1995 to 29.3% in 2000. However, the percentage of women in this category has decreased from 31% in 1998, and from 29.7% in 1999.
- The number of employees who self-identified as having disabilities decreased by 12, from 123 in 1999, to 111 in 2000.
- The University of Iowa met or exceeded its hiring goals in all major employment categories where goals were set; however, in some job categories within the major categories, underutilization of women and minorities remains and some goals were not met.
- The university has nearly met or exceeded all 3 of its strategic planning indicators for minority representation by the year 2000. The percentage of minority tenure track faculty is at 12.9% (13% goal); minority merit staff is at 6.1% (5.3% goal); and minority Professional and Scientific representation has risen to 6.1% (5.5% goal).

Iowa State University employed 6,172 half-time or greater permanent employees at the end of the program year, September 30, 2000, as compared to 6,189 in 1999. Details of this employment picture include the following:

- Female employees comprise 49.3% of the total workforce, an overall increase of 8 women in the ISU workforce for 2000.
- Women represent 25.4% (24.2% in 1999) of the tenure/track faculty.
- Women in Executive/Administrative/Managerial positions increased by 1 to 28.5%, up from 27.2% in 1999.
- Minority employees make up 9.4% of the total ISU workforce.

- The university gained 12 minority tenure track faculty. Minority representation in the tenure track faculty rank is now 14.3%. This compares with 13.3% in 1999 and 7.7% in 1990.
- Minority employees comprise 8% of the Executive/ Administrative/ Managerial group, up from 7.5% last year. 9.4% of the total workforce is comprised of minority employees, This is slight increase from 9.2% last year.
- The university has experienced a 3.6% increase in the total number of minority employees in the last 10 years.
- The university's hiring goal, to maintain the previous year's level, was met and exceeded in all employment categories, except for the Professional and Scientific group, in which minority representation decreased by 10 employees, as well as the Technical and Paraprofessional category, which decreased by 1 minority employee.
- The university adopted a Racial and Ethnic Harassment Policy on July 1, 1999. This policy expresses ISU's intent to appropriately address all discrimination and harassment complaints.
- Iowa State University continues to promote its diversity agenda through active participation in several national organizations, notably the National Conference on Race and Ethnicity (NCORE) and the American Association of Affirmative Action (AAAA). ISU will host the 2nd annual Iowa State Conference on Race and Ethnicity (ISCORE) in 2001, and served as host to the AAAA Region VII meeting in October 2000.

The **University of Northern Iowa** has a half-time or greater permanent workforce of 1,980, as compared with 1,780 in 1999. Women comprise 53.3% of the workforce. A closer look at UNI's workforce includes the following:

- The university has a total permanent workforce that includes 10.3% minority employees, a slight decrease from 10.5% in 1999.
- Minority persons comprise 12.7% of the tenure track faculty, unchanged from last year.
- Goals for hiring female employees were achieved in most POA groups, except for the Technical/ Paraprofessional and Skilled Craft groups. Goals for hiring minority employees fell short in most categories, but vigilant recruiting efforts continue.

- The tenure track faculty includes 39.8% women. This compares with 39.5% women in 1999.
- Annual goals are set for most employment categories. For 2000-2001, the university hopes to add 23 female and 9 minority tenure track employees. In the Executive/Administrative group, the University seeks to add 2 women and 1 minority employee.
- As part of UNI's efforts to employ women and minorities, the Office of Compliance and Equity Management subscribes to the "National Minority Faculty Identification Program", an Internet referral service, as well as to the "Minority and Women Doctoral Directory", another publication designed to assist academic departments searching for minority and female applicants.

The **Iowa School for the Deaf** employed 166 full-time and part-time employees at the end of the reporting year.

- Women comprised 69.9% of the workforce, compared with 69.1% in 1999. Minorities make up 5.4% of the workforce, the same as last year.
- Women occupy 74.1% of the faculty positions. There are no minorities on the faculty. Although the school did not achieve its goal of hiring a minority faculty member, 1 of the 2 new faculty members is deaf.
- This year, the school successfully met its goal of hiring a female in the Executive/Administrative/Managerial category.
- The school set three affirmative action goals for 1999-2000: in addition to achieving its goal of hiring a female in the Executive Administrative category, ISD sought to hire a female in the Technical/Paraprofessional group and a minority employee in the service maintenance group. Although these goals were not achieved, the school maintained a 22% level of deaf or hard of hearing staff members.

The **Iowa Braille and Sight Saving School** has a workforce of 102 full-time and part-time permanent employees.

- Women make up 80.4% of the workforce. There are no minority persons employed at the school.
- The school set a goal for 1999-2000 of hiring 2 minority staff. The goal was not met but the school continues to utilize the Jane Boyd Center in Cedar Rapids and the Martin Luther King Center in Waterloo in its efforts

to recruit minority staff. In addition, all positions are listed with the Workforce Center of Iowa.

- The school reports that it is a strong proponent of diversity and it is hopeful that a new recruiting relationship with Kirkwood Community College will assist in recruiting minority staff.

Annual Report on Minority and Women Faculty Enhancement Program

Iowa Code Section 262.82 provides that the Board of Regents shall establish a program to recruit minority educators to faculty positions in the universities under the Board's control. The program shall include, but is not limited to, the creation of faculty positions in all areas of academic pursuit. The table below compares this fiscal year's expenditures with those of fiscal year 1999.

| | 2000-2001 | 1999-2000 |
|-----------------------------|------------------|------------------|
| University of Iowa | \$551,308 | \$438,317 |
| Iowa State University | \$284,000 | \$292,000 |
| University of Northern Iowa | \$40,000 | \$40,000 |
| Total | \$875,308 | \$770,317 |

The **University of Iowa's** Faculty Diversity Opportunities Program is administered by the Associate Provost for Diversity, who works with collegiate Deans to identify potential minority faculty hires from pools developed as part of regular faculty searches. Program funds are used to support the first several years of employment of newly recruited faculty members. Other activities include:

- The Office of the Provost has created the College Diversity Group to share information, to assess the status of concerns arising from the diversity efforts of the colleges, and to identify and develop resources for promoting collegiate diversity.
- An orientation program for new faculty is in place to introduce them to the university and begin the faculty mentoring program. This program teams new faculty with senior faculty to assist with career development in the areas of teaching, research and community service. New minority faculty are also encouraged to become part of the university community through participation in campus activities.
- The Office of the Provost works with Colleges and other administrative units to bring underrepresented minority persons to campus as visiting faculty and

speakers, along with facilitating faculty exchanges and collaborations between university minority faculty and other institutions.

- The Office of Affirmative Action has organized a highly successful "Diversity Dialog" program that brings faculty, students and staff together, in informal settings, to discuss diversity issues.
- The Women in Science and Engineering (WISE) program cooperates with science, engineering, and mathematics programs at the university to increase participation and provide support for women as students, faculty and professional staff in scientific and technical fields.

In addition to providing partial funding to support the hiring of underrepresented faculty, **Iowa State University** initiated a faculty mentoring program in 1992 and a university-level internship program in 1993 to assist in the hiring, retention and advancement of minority faculty.

- While the mentoring program is not exclusive to women and minorities, 34 women and 17 minorities (out of 89 faculty members) participated in the 2000 mentoring program.
- The university-level internship program provides women and minority faculty and staff members an opportunity to gain administrative experience within the university, with a goal to increase their qualifications for regular administrative positions. From 1993 through 2000, 22 people, including 18 women (5 of whom were minority) and 4 men (including 3 minority) participated in administrative internships throughout campus.

Programs to enhance the hiring, retention and advancement of women educators at ISU include the following:

- The Office of the Provost and individual colleges provide partial financial support to departments who need to provide classroom continuity when faculty women take maternity leave.
- Child Care Resources supports university families by linking them with programs and services to help meet their child care needs.
- The Margaret Sloss Women's Center provides programming and support systems for all women on campus. The Center sponsors Women's Week and Women in Touch programs, dedicated to workplace topics, as well as an annual welcome reception, hosted by the Provost, for women newly employed by the university. This event drew attention to the place of women in virtually all aspects of university life and work.

- The Office of the Provost and the University Committee on Women provide leadership support for a Faculty Women's Network. The group, which includes faculty women from all colleges, has discussed issues of common concern, including tenure and sexual harassment.

As reported to the Board in past years, the **University of Northern Iowa** began its program in 1989 by supporting a minority faculty member for the Political Science Department and, in 1990, added support for an administrative/academic position. A minority female has been recruited and hired as Associate Dean for the Graduate College and as a faculty member in the Department of Educational Administration and Counseling. Program funds continue to be used to support this position.

Analysis:

Steady incremental progress is evident again this year in achieving the goal of a diverse workforce and in ensuring equal employment opportunity. However, continued vigilance and renewed commitment to diversity is required by the Board and the Regent institutions to ensure that progress continues.

With respect to the Minority and Women Faculty Enhancement Program, the universities appear to be utilizing funds in ways that suit the unique needs of each institution. A variety of programs have been developed to improve the campus climate for diversity for minority and women faculty.

In compliance with Chapter 262.93 of the Iowa Code, the Minority and Women Faculty Enhancement report will be submitted to the Iowa General Assembly.

Acceptance of the reports is recommended.



Kayla/A.J. Stratton

Approved



Frank J. Stork

**ANNUAL AFFIRMATIVE ACTION REPORT
TOTAL -- REGENTS INSTITUTIONS**

| POA GROUP | September 30, 1990 | | | | September 30, 1995 | | | | September 30, 2000 | | | |
|-------------------------------------|--------------------|---------------|--------------|--------------|--------------------|---------------|--------------|--------------|--------------------|---------------|--------------|--------------|
| | Total Workforce | Female | % of Total | Minority | % of Total | Female | % of Total | Minority | Total Workforce | Female | % of Total | Minority |
| Executive/Administrative/Managerial | 623 | 130 | 20.9% | 45 | 7.2% | 170 | 26.3% | 49 | 664 | 191 | 28.8% | 44 |
| Faculty: Tenure Track | 3,462 | 756 | 21.8% | 291 | 8.4% | 896 | 25.2% | 377 | 3,475 | 1,034 | 29.8% | 452 |
| Faculty: Non-Tenure Track | 846 | 381 | 45.0% | 156 | 18.4% | 339 | 48.9% | 104 | 919 | 426 | 46.4% | 174 |
| Professional and Scientific | 7,074 | 4,225 | 59.7% | 365 | 5.2% | 4,745 | 61.8% | 541 | 8,203 | 5,026 | 61.3% | 627 |
| Secretarial/Clerical | 4,219 | 3,769 | 89.3% | 99 | 2.3% | 3,696 | 88.1% | 122 | 4,382 | 3,839 | 87.6% | 149 |
| Technical/Paraprofessional | 917 | 565 | 61.6% | 28 | 3.1% | 521 | 60.0% | 32 | 758 | 472 | 62.3% | 32 |
| Skilled Crafts | 902 | 53 | 5.9% | 22 | 2.4% | 58 | 6.7% | 28 | 833 | 57 | 6.8% | 27 |
| Service/Maintenance | 2,871 | 1,531 | 53.3% | 185 | 6.4% | 1,520 | 54.1% | 248 | 2,540 | 1,379 | 54.3% | 301 |
| TOTALS | 20,914 | 11,410 | 54.6% | 1,191 | 5.7% | 11,945 | 56.0% | 1,501 | 21,774 | 12,424 | 57.1% | 1,806 |
| | | | | | | | | | | | | 8.3% |

ANNUAL AFFIRMATIVE ACTION REPORT UNIVERSITY OF IOWA

| POA GROUP | September 30, 1990 | | | | | September 30, 1995 | | | | | September 30, 2000 | | | | |
|-------------------------------------|--------------------|--------|------------|----------|------------|--------------------|--------|------------|----------|------------|--------------------|--------|------------|----------|------------|
| | Total Workforce | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total |
| Executive/Administrative/Managerial | 269 | 64 | 23.8% | 21 | 7.8% | 265 | 74 | 27.9% | 20 | 7.5% | 287 | 84 | 29.3% | 17 | 5.9% |
| Faculty: Tenure Track | 1,565 | 298 | 19.0% | 159 | 10.2% | 1,645 | 367 | 22.3% | 187 | 11.4% | 1,539 | 410 | 26.6% | 198 | 12.9% |
| Faculty: Non-Tenure Track | 389 | 152 | 39.1% | 105 | 27.0% | 341 | 132 | 38.7% | 76 | 22.3% | 529 | 223 | 42.2% | 127 | 24.0% |
| Professional and Scientific | 5,226 | 3,442 | 65.9% | 227 | 4.3% | 5,194 | 3,601 | 69.3% | 251 | 4.8% | 5,653 | 3,857 | 68.2% | 345 | 6.1% |
| Secretarial/Clerical | 2,688 | 2,333 | 86.8% | 53 | 2.0% | 2,707 | 2,304 | 85.1% | 69 | 2.5% | 2,731 | 2,311 | 84.6% | 87 | 3.2% |
| Technical/Paraprofessional | 534 | 343 | 64.2% | 12 | 2.2% | 547 | 341 | 62.3% | 21 | 3.8% | 500 | 315 | 63.0% | 24 | 4.8% |
| Skilled Crafts | 494 | 33 | 6.7% | 13 | 2.6% | 455 | 37 | 8.1% | 15 | 3.3% | 423 | 34 | 8.0% | 14 | 3.3% |
| Service/Maintenance | 1,886 | 1,030 | 54.6% | 94 | 5.0% | 1,859 | 1,022 | 55.0% | 148 | 8.0% | 1,692 | 902 | 53.3% | 203 | 12.0% |
| TOTALS | 13,051 | 7,695 | 59.0% | 684 | 5.2% | 13,013 | 7,878 | 60.5% | 787 | 6.0% | 13,354 | 8,136 | 60.9% | 1,015 | 7.6% |

ANNUAL AFFIRMATIVE ACTION REPORT IOWA STATE UNIVERSITY

| POA GROUP | September 30, 1990 | | | | September 30, 1995 | | | | September 30, 2000 | | | | | | |
|-------------------------------------|--------------------|--------|------------|----------|--------------------|--------|------------|----------|--------------------|--------|------------|----------|-------|-----|-------|
| | Total Workforce | Female | % of Total | Minority | Total Workforce | Female | % of Total | Minority | Total Workforce | Female | % of Total | Minority | | | |
| Executive/Administrative/Managerial | 248 | 41 | 16.5% | 12 | 4.8% | 260 | 67 | 25.8% | 17 | 6.5% | 263 | 75 | 28.5% | 21 | 8.0% |
| Faculty: Tenure Track | 1,305 | 236 | 18.1% | 100 | 7.7% | 1,273 | 266 | 20.9% | 134 | 10.5% | 1,278 | 325 | 25.4% | 183 | 14.3% |
| Faculty: Non-Tenure Track | 352 | 180 | 51.1% | 39 | 11.1% | 278 | 153 | 55.0% | 22 | 7.9% | 278 | 137 | 49.3% | 35 | 12.6% |
| Professional and Scientific | 1,529 | 634 | 41.5% | 109 | 7.1% | 2,086 | 946 | 45.3% | 253 | 12.1% | 1,999 | 884 | 44.2% | 235 | 11.8% |
| Secretarial/Clerical | 1,217 | 1,128 | 92.7% | 26 | 2.1% | 1,184 | 1,093 | 92.3% | 33 | 2.8% | 1,300 | 1,186 | 91.2% | 45 | 3.5% |
| Technical/Paraprofessional | 257 | 122 | 47.5% | 12 | 4.7% | 226 | 102 | 45.1% | 7 | 3.1% | 172 | 89 | 51.7% | 5 | 2.9% |
| Skilled Crafts | 312 | 15 | 4.8% | 2 | 0.6% | 316 | 18 | 5.7% | 5 | 1.6% | 318 | 17 | 5.3% | 7 | 2.2% |
| Service/Maintenance | 704 | 337 | 47.9% | 43 | 6.1% | 671 | 338 | 50.4% | 47 | 7.0% | 564 | 321 | 56.9% | 47 | 8.3% |
| TOTALS | 5,924 | 2,693 | 45.5% | 343 | 5.8% | 6,294 | 2,983 | 47.4% | 518 | 8.2% | 6,172 | 3,034 | 49.2% | 578 | 9.4% |

**ANNUAL AFFIRMATIVE ACTION REPORT
UNIVERSITY OF NORTHERN IOWA**

| POA GROUP | September 30, 1990 | | | | September 30, 1995 | | | | September 30, 2000 | | | | | | |
|-------------------------------------|--------------------|--------|------------|----------|--------------------|--------|------------|----------|--------------------|-----------------|--------|------------|----------|------------|-------|
| | Total Workforce | Female | % of Total | Minority | % of Total | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total | |
| Executive/Administrative/Managerial | 95 | 23 | 24.2% | 11 | 11.6% | 112 | 27 | 24.1% | 12 | 10.7% | 104 | 28 | 26.9% | 6 | 5.8% |
| Faculty: Tenure Track | 503 | 160 | 31.8% | 32 | 6.4% | 558 | 198 | 35.5% | 56 | 10.0% | 561 | 223 | 39.8% | 71 | 12.7% |
| Faculty: Non-Tenure Track | 105 | 49 | 46.7% | 12 | 11.4% | 74 | 54 | 73.0% | 6 | 8.1% | 112 | 66 | 58.9% | 12 | 10.7% |
| Professional and Scientific | 301 | 134 | 44.5% | 29 | 9.6% | 378 | 176 | 46.6% | 37 | 9.8% | 508 | 256 | 50.4% | 45 | 8.9% |
| Secretarial/Clerical | 295 | 290 | 98.3% | 19 | 6.4% | 285 | 280 | 98.2% | 18 | 6.3% | 335 | 326 | 97.3% | 16 | 4.8% |
| Technical/Paraprofessional | 17 | 9 | 52.9% | 4 | 23.5% | 24 | 13 | 54.2% | 3 | 12.5% | 22 | 9 | 40.9% | 2 | 9.1% |
| Skilled Crafts | 86 | 5 | 5.8% | 7 | 8.1% | 85 | 3 | 3.5% | 8 | 9.4% | 86 | 6 | 7.0% | 6 | 7.0% |
| Service/Maintenance | 247 | 145 | 58.7% | 48 | 19.4% | 250 | 146 | 58.4% | 51 | 20.4% | 252 | 142 | 56.3% | 46 | 18.3% |
| TOTALS | 1,649 | 815 | 49.4% | 162 | 9.8% | 1,766 | 897 | 50.8% | 191 | 10.8% | 1,980 | 1,056 | 53.3% | 204 | 10.3% |

**G. D. 10
Attachment A
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**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA SCHOOL FOR THE DEAF**

| POA GROUP | September 30, 1990 | | | | | September 30, 1995 | | | | | September 30, 2000 | | | | |
|-------------------------------------|--------------------|--------|------------|----------|------------|--------------------|--------|------------|----------|------------|--------------------|--------|------------|----------|------------|
| | Total Workforce | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total |
| Executive/Administrative/Managerial | 6 | 1 | 16.7% | 1 | 16.7% | 5 | | 0.0% | | 0.0% | 5 | 1 | 20.0% | | 0.0% |
| Faculty: Tenure Track | 61 | 40 | 65.6% | | 0.0% | 54 | 40 | 74.1% | | 0.0% | 63 | 50 | 79.4% | | 0.0% |
| Faculty: Non-Tenure Track | | | 0.0% | | 0.0% | | | 0.0% | | 0.0% | 0 | | 0.0% | | 0.0% |
| Professional and Scientific | 15 | 12 | 80.0% | | 0.0% | 24 | 20 | 83.3% | | 0.0% | 35 | 24 | 68.6% | 2 | 5.7% |
| Secretarial/Clerical | 9 | 8 | 88.9% | 1 | 11.1% | 11 | 11 | 100.0% | 2 | 18.2% | 8 | 8 | 100.0% | 1 | 12.5% |
| Technical/Paraprofessional | 51 | 39 | 76.5% | | 0.0% | 29 | 25 | 86.2% | | 0.0% | 29 | 25 | 86.2% | 1 | 3.4% |
| Skilled Crafts | 7 | | 0.0% | | 0.0% | 6 | | 0.0% | | 0.0% | 6 | | 0.0% | | 0.0% |
| Service/Maintenance | 20 | 11 | 55.0% | | 0.0% | 19 | 7 | 36.8% | 2 | 10.5% | 20 | 8 | 40.0% | 5 | 25.0% |
| TOTALS | 169 | 111 | 65.7% | 2 | 1.2% | 148 | 103 | 69.6% | 4 | 2.7% | 166 | 116 | 69.9% | 9 | 5.4% |

**ANNUAL AFFIRMATIVE ACTION REPORT
IOWA BRAILLE AND SIGHT SAVING SCHOOL**

| POA GROUP | September 30, 1990 | | | | September 30, 1995 | | | | September 30, 2000 | | | | | | |
|-------------------------------------|--------------------|--------|------------|----------|--------------------|-----------------|--------|------------|--------------------|------------|-----------------|--------|------------|----------|------------|
| | Total Workforce | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total | Total Workforce | Female | % of Total | Minority | % of Total |
| Executive/Administrative/Managerial | 5 | 1 | 20.0% | | 0.0% | 5 | 2 | 40.0% | | 0.0% | 5 | 3 | 60.0% | | 0.0% |
| Faculty: Tenure Track | 28 | 22 | 78.6% | | 0.0% | 29 | 25 | 86.2% | | 0.0% | 34 | 26 | 76.5% | | 0.0% |
| Faculty: Non-Tenure Track | | | | | | | | | | | | | 0.0% | | 0.0% |
| Professional and Scientific | 3 | 3 | 100.0% | | 0.0% | 2 | 2 | | | 0.0% | 8 | 5 | 62.5% | | 0.0% |
| Secretarial/Clerical | 10 | 10 | 100.0% | | 0.0% | 8 | 8 | | | 0.0% | 8 | 8 | 100.0% | | 0.0% |
| Technical/Paraprofessional | 58 | 52 | 89.7% | | 0.0% | 43 | 40 | 93.0% | 1 | 2.3% | 35 | 34 | 97.1% | | 0.0% |
| Skilled Crafts | 3 | | 0.0% | | 0.0% | 2 | | 0.0% | | 0.0% | | | 0.0% | | 0.0% |
| Service/Maintenance | 14 | 8 | 57.1% | | 0.0% | 11 | 7 | 63.6% | | 0.0% | 12 | 6 | 50.0% | | 0.0% |
| TOTALS | 121 | 96 | 79.3% | - | 0.0% | 100 | 84 | 84.0% | 1 | 1.0% | 102 | 82 | 80.4% | - | 0.0% |

**G. D. 10
Attachment A
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Affirmative Action Goals for 2000-2001

SUI **UNI** **ISD** **IBSSS**

| | Women | Minorities | Women | Minorities | Women | Minorities | Women | Minorities |
|---|-------|------------|-------|------------|-------|------------|-------|------------|
| Executive/ Administrative/ Managerial | 1 | 2 | 2 | 1 | 1 | 0 | 0 | 0 |
| Faculty: Tenure Track | 25 | 12 | 23 | 9 | 0 | 0 | 0 | 1 |
| Faculty: Non-Tenure Track | 3 | 1 | N/A | N/A | 0 | 0 | 0 | 0 |
| Professional and Scientific | 72 | 17 | 0 | 7 | 0 | 0 | 0 | 0 |
| Secretarial/Clerical | 4 | 8 | 0 | 4 | 0 | 0 | 0 | 0 |
| Technical/ Paraprofessional | 3 | 3 | 3 | 0 | 0 | 1 | 0 | 0 |
| Skilled Crafts | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Service/ Maintenance | 10 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |

Iowa State University has established goals for the planning period (2000-2005) covered by the university's strategic plan:

| | |
|----------------------|-----|
| Minority Faculty | 10% |
| Minority P&S Staff | 10% |
| Minority Merit Staff | 5% |
| Women Faculty | 30% |
| Women P&S Staff | 50% |
| Women Merit Staff | 65% |